

# EEO Public File Report

KOAA-TV Pueblo/Colorado Springs, Colorado

December 1, 2013 - November 30, 2014

Full-Time Positions Filled

Full-Time Position	Position Title	Date Open	Date Filled	Recruitment Source*	Number Interviewed	Source of Hire
	Multi-Media Journalist (2)	12/2/13	1/6/2014	Outside Referral	1	
				TV Jobs Ad Respondent	1	
			4/7/2014	Employee Referral	1	1
				TV Jobs Ad Respondent	1	
	Multi-Media Journalist (2)	12/2/13	4/7/2014	Outside Referral	1	
				Recruitment Agency	1	
				Current Employee Referral	1	
				Current Employee Referral	1	1
	Photographer	1/1/14	1/15/14	Current Employee Referral	1	1
				Email/Cold Call	1	
				Email/Cold Call	1	
	Executive Producer	12/2/13	10/8/2014	Outside Referral	1	
				Recruitment Agency	1	
				Outside Referral	1	1
	Producer	12/5/13	2/5/14	Recruitment Agency	1	
				Walkin/Website	1	
				Current Employee Referral	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	1
	Asst News Production Manager	3/1/14	4/16/14	Current Employee Referral	1	1
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
	Anchor/MMJ	12/1/13	2/5/14	Current Employee	1	
				Current Employee	1	
				Current Employee	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				Current Employee Referral	1	1
	Television Graphics Designer	7/1/14	7/30/2014	Indeed.com	1	
				Current Employee Referral	1	
				Indeed.com	1	
				KOAA Website	1	
				Indeed.com	1	
				KOAA Website	1	1
	Pueblo MMJ	1/15/14	5/27/14	Indeed.com	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				Current Employee Referral	1	1
	Sports Director	3/1/14	6/23/2014	Current Employee Referral	1	1
				Current Employee	1	
				Current Employee	1	

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	Admin Coordinator/ Traffic-Business Dept	4/1/14	6/5/14	Indeed.Com	1	1
				KOAA Website	1	
				KOAA Website	1	
				KOAA Website	1	
	Admin Coordinator/Business Dept	4/10/14	5/16/14	KOAA Website	1	1
				Indeed.Com	1	
				KOAA Website	1	
				KOAA Website	1	
	Video Editor	5/1/14	5/29/2014	KOAA Website	1	1
	Morning Director of News	6/20/14	7/14/14	College Job Board	1	1
				TV Jobs Ad Respondent	1	
				KOAA Website	1	
				KOAA Website	1	
				Unknown	1	
	Weekend Director	6/1/14	7/7/2014	TV Jobs Ad Respondent	1	1
				TV Jobs Ad Respondent	1	
				Indeed.Com	1	
				Unknown	1	
				Unknown	1	
	Editor/Photographer		5/8/2014	College Job Board	1	1
	Producer	12/1/14	2/10/2014	Indeed.Com	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				KOAA Website	1	1
	Multi-Media Journalist - Pueblo	9/19/14	11/17/14	Current Employee	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	
				TV Jobs Ad Respondent	1	1
	Morning Anchor	6/19/14	9/2/2014	Current Employee Referral	1	1
				Current Employee	1	
				Current Employee	1	
				TV Jobs Ad Respondent	1	
	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	
				KOAA Website	1	
				KOAA Website	1	



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	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	
				KOAA Website	1	
				KOAA Website	1	
	Digital Sales Consultant (3)	6/1/14	9/8/2014	Current Employee Referral	1	1
				Current Employee Referral	1	
				Current Employee Referral	1	
				KOAA Website	1	
				KOAA Website	1	
	Executive Producer - Evenings	12/15/13	3/24/2014	Current Employee	1	
				KOAA Website	1	
				Recruitment Agency	1	1
	Meteorologist	2/15/14	3/5/2014	Current Employee Referral	1	1
	Digital Media MMJ	3/15/14	6/9/2014	Indeed.com	1	1
				TV Jobs Ad Respondent		
				TV Jobs Ad Respondent		
				TV Jobs Ad Respondent		
				TV Jobs Ad Respondent		
				Current Employee Referral		
	Video Editor		9/3/2014	KOAA Website	1	1
				KOAA Website	1	
	Producer	4/1/14	6/15/2014	College Job Board	1	
				Outside Referral	1	
				Current Employee Referral	1	1

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## Recruitment Sources Contacted for Each Full-Time Vacancy

Recruitment Source		Contact	Total Inter-viewed	Entitled to Notification
1	<b>KPAX-TV(bob@kpax.com)</b> Missoula, Montana	HR Email		N
2	<b>KRTV-TV(connie@krtv.com)</b> Great Falls, Montana	HR Email		N
3	<b>KXLF-TV(kxlf@kxlf.com)</b> Butte, Montana	HR Email		N
4	<b>KVOA-TV(kvoa@kvoa.com)</b> Tucson, Arizona	HR Email		N
5	<b>KSBY-TV (wohagan@ksby.com)</b> Santa Barbara, CA email: wohagan@ksby.com	HR Email		N
6	<b>KTVQ-TV(tgreen@ktvq.com)</b> Billings, Montana	HR Email		N
7	<b>KATC-TV(cathy@katctv.com)</b> Lafayette, LA.	HR Email		N
8	<b>WLEX-TV(wlextv@wlextv.com)</b> Lexington, KY.	HR Email		N
9	<b>KRIS-TV(agalindo@kristv.com)</b> Corpus Christi, TX.	HR Email		N
10	<b>Pikes Peak Community College ONLINE JOB BOARD</b>	ONLINE JOB BOARD		N
11	<b>Pikes Peak Community College - offcampusjobs@pueblocc.edu</b>	Email		
12	<b>Colorado College - gina.lujan@coloradocollege.edu</b>	Email		N
13	<b>Colorado State University/ Ft Collins ONLINE JOB BOARD</b>	ONLINE JOB BOARD		N
14	<b>Colorado State University-Pueblo - HR@colostate-pueblo.edu</b>	Email		N
15	<b>CO Christian Univ - careerdevelopment@ccu.edu</b>	Email		
16	<b>Eastern New Mexico University</b> Placement Services Station #34 Portales, NM 88130	Job Placement Mail		N
17	<b>University of Northern Colorado - dale.edwards@unco.edu</b>	Email		N
18	<b>University of Colorado (CU) ONLINE JOB BOARD</b>	ONLINE JOB BOARD		
19	<b>Colorado University -Colorado Springs ONLINE JOB BOARD</b>	ONLINE JOB BOARD		N
20	<b>OBC (Ohio Broadcasting/Colorado Campus) -jmurphy@beonair.com</b>	Email		
21	<b>Dept of Labor &amp; Employment</b> bethlehemsaniotis@elpasoco.com & dukecompton@elpasoco.com	Job Placement Email		N
22	<b>TV Jobs.com (Broadcast Employment Service) ONLINE JOB BOARD</b>	ONLINE JOB BOARD		N
23	<b>Evening Post (Cordilleria Communications) ONLINE JOB BOARD</b>	ONLINE JOB BOARD		N



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**Sources contacted only for specific vacancies**

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## Supplemental Recruitment Initiatives

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